



IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

**In re application of:** Scarborough et al.

**Application No.** 09/921,993

**Filed:** August 2, 2001

**Confirmation No.** 6882

**For:** DEVELOPMENT OF ELECTRONIC  
EMPLOYEE SELECTION SYSTEMS AND  
METHODS

**Examiner:** George B. Davis

**Art Unit:** 2121

**Attorney Reference No.** 5437-60780-01

**CERTIFICATE OF MAILING**

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

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for Applicant(s)

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Date Mailed March 14, 2005

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**INFORMATION DISCLOSURE STATEMENT PURSUANT TO**  
**37 C.F.R. § 1.97(c)**

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language and/or non-English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

By

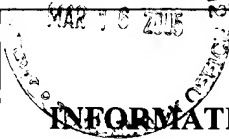


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 <b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b>	Attorney Docket Number	5437-60780-01
	Application Number	09/921,993
	Filing Date	August 2, 2001
	First Named Inventor	Chambless
	Art Unit	2121
	Examiner Name	George B. Davis

### U.S. PATENT DOCUMENTS

Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		5,416,694	May 16, 1995	Parrish et al.
		6,266,659 B1	July 4, 2001	Nadkarni

### OTHER DOCUMENTS

Examiner's Initials*	Cite No. (optional)	
		"All About ApView" video (Length 17:13), Aspen Tree Software, Inc., March 7, 1997, video file "TRAINING.avi" on CD #1.
		"ApView Main Menu," Demo, Aspen Tree Software, Inc., June 13, 1997, 30 pages.
		"Aspen Tree Software: The Total Solution to Employee Recruiting & Selection," Aspen Tree Software, Inc., October 27, 1997, 29 pages.
		"CAPS-A Total Solution for Off-Site Screening and Scheduling," Demo, Aspen Tree Software, Inc., April 24, 1997, 20 pages.
		"Interview Guide for Tom Horn," Aspen Tree Software, Inc., June 13, 1997, 17 pages.
		"123Assess™ - Qualify Applicants in 10 Minutes!" TekMetrics, 1998, 1 page.
		"The Science Behind Our Products - Profiles International, Inc.," Profiles International, Inc., website archived May 26, 2000, 2 pages.
		Aspen Tree Software video (Length 13:44), Aspen Tree Software, Inc., March 10, 1997, video file "ATS.avi" on CD #1.
		Springboard video (Length 9:44), Aspen Tree Software, Inc., April 30, 1998, video file "Coopers_Net.avi" on CD #1.

EXAMINER SIGNATURE:	DATE CONSIDERED:
<p>* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.</p>	